

MILPERSMAN 1301-809

COMMAND POLICIES AND PROCEDURES - FOREIGN AREA OFFICER (FAO) ASSIGNMENTS TO COMMANDER MILESTONE BILLETS

Responsible Office	NAVPERSCOM (PERS-473C)	Phone:	DSN COM FAX	882-3226 (901) 874-3226 882-2744
---------------------------	---------------------------	--------	-------------------	--

NAVPERSCOM CUSTOMER SERVICE CENTER	Phone:	Toll Free	1-866-U ASK NPC
---------------------------------------	--------	--------------	-----------------

References	(a) NAVSO P-6034, Joint Federal Travel Regulations (JFTR)
-------------------	---

1. **Milestone Screen for Commander Milestone Duty.** Screen is by formal administrative board action. Navy Personnel Command (NAVPERSCOM), Intelligence/Foreign Area Officer Branch (PERS-473) is the recorder for the board. The board membership shall consist of the following at a minimum:

1	Flag officer who serves as the president and senior member (normally the senior foreign area officer (FAO) flag officer or FAO community sponsor).
3	FAO captains (at least one of whom has experience as a voting member of a statutory board).
1	FAO commander (post-commander milestone).

Membership changes with each board. With the exception of the board president, no officer may serve on 2 consecutive boards as a member. Screening will commence approximately 1 year prior to in-zone eligibility for selection to O-5. The list of eligible candidates will be released prior to the milestone screen board. Eligible FAO candidates are welcome to submit a letter to the board for emphasis or clarification of service record contents if desired. Letters must be submitted to NAVPERSCOM, Customer Service Center (PERS-1), per standard board correspondence procedures.

a. Eligible FAOs will normally be screened for commander milestone duty on 2 consecutive "looks." Selection opportunity is based on the size of the screen group and the number of

quotas available. The goal will be 40 percent of the screen group quota selected on the first look and 20 percent on the second look.

b. In rare cases, individual FAOs may receive a special additional look. An additional look may be approved upon constituent petition where it can be demonstrated that the officer was disadvantaged for selection or that the officer's record was unfairly considered during the normal selection process.

(1) Petition must be made in writing, by the requesting member, to the selection board president. The petition must be routed for endorsement via NAVPERSCOM (PERS-473), FAO detailer and Bureau of Naval Personnel (BUPERS-316), FAO community manager. Approval of an additional look request is at sole discretion of the board president. Additional look petitions must arrive at NAVPERSCOM (PERS-473) with sufficient time for adjudication by the board president prior to the convening of the milestone screening board.

(2) Additional look selectees will count against the last normal look select quotas for the next junior group.

c. Milestone screened officers who have not yet been assigned to a FAO commander milestone billet are held in the bank. The records of officers in the bank are reviewed annually to verify continued eligibility for milestone assignments. Records shall be monitored for declining performance (i.e., any mark below 3.0 or individual promotion recommendation of **Significant Problems** or **Progressing**). Officers in the commander milestone bank who experience a failure of selection for promotion to O-5 will be removed from the milestone screened bank, unless they are under orders to their milestone tour, in which case the FAO detailer will consult with the FAO community manager and sponsor on recourse. NAVPERSCOM remains the final authority for officer distribution decisions.

2. Policy. Any officer who screens for FAO commander milestone duty will be assigned to a milestone billet at the earliest opportunity, per standard detailing procedures unless officer:

- a. Indicates in writing an unwillingness to serve;
- b. De-screened by a later selection board;

- c. Fails to select to O-5; or
- d. Unable to meet the security or overseas screening requirements of the milestone billet.

3. Milestone Bank. In order to maintain a viable bank of milestone eligible officers and provide maximum opportunity for milestone screening, officers not desiring to be assigned to a milestone billet must decline milestone assignment within 6 months of milestone selection notification.

- a. Officers declining FAO commander milestone assignment shall acknowledge in writing. If approved, their declination will become part of their official service record. Officers declining FAO commander milestone assignment may include in their statement their reasons for doing so, if desired.
- b. NAVPERSCOM and IDC/FAO Assignment Division (PERS-47) will endorse statements declining FAO milestone assignment and take action to ensure appropriate documentation and compliance with this article. The written statement declining FAO commander milestone assignment and official endorsements will be made part of the officer's official service record (Privileged Information/Field Code 17), see MILPERSMAN 1070-020. This information will be available for review by future promotion selection boards.
- c. Officers who have declined FAO commander milestone duty remain eligible for assignment to non-milestone designated billets subject to the requirements of the FAO community and the needs of the Navy.
- d. Priority will be given to the slating of commander milestone-screened FAOs who will be in zone for promotion soonest. The FAO detailer will make every effort to match officer experience and qualifications with the appropriate milestone billet.
- e. Screened officers who are not immediately slated, will remain in bank and can expect to be slated to a milestone billet at the earliest possible opportunity.
- f. The FAO commander milestone assignment slate is reviewed by the FAO community sponsor or a FAO flag officer prior to execution.

4. Detailing to FAO Milestone Billets. In general, only officers screened for FAO milestone billets will be assigned to FAO milestone billets.

a. Exceptions to this policy may arise when there are no screened officers available, thus requiring assignment of a non-board screened officer for the reason of maximizing community readiness and meeting operational distribution requirements.

b. A non-board screened officer slated to fill a milestone billet will be administratively screened by the FAO detailee and FAO community manager, reviewed by FAO community flag leadership, and approved by the FAO community sponsor or senior FAO flag officer. The FAO detailee will base administrative screening proposals on remaining looks, performance, qualifications, and available FAO inventory.

5. Milestone Tour Lengths. FAO milestone tour lengths are dependent, per reference (a), on joint tour length requirements and officer distribution guidelines, per MILPERSMAN 1301-104. As a general rule, an officer must successfully complete a minimum of 12 months to receive milestone credit.